

## Recommended coaching rates



### Guidelines for individual lesson fees

Tennis Australia recommends that Tennis Australia coach members charge \$60 per hour (inc GST) for a one hour private lesson. Fees per students for group lessons range from approximately \$18.50 per week and vary according to length of lesson, number of pupils, etc. It should be noted that the experience and qualification of the coach may also impact on the hourly rate charged.

### Guideline rates payable for coaches employed on contract or salary basis

- Tennis Australia recommends that Junior Development qualified coaches (formerly level 1 or Development) are paid between \$20 to \$30 per hour for their services.
- Club Professional qualified coaches (formerly Level 2 or Advanced) or higher are paid between \$30 to \$40 per hour for their services.

The experience of the coach may also impact upon this hourly rate. (e.g. greater experience = higher hourly rate).

All of the below rates are detailed in the modern Award (Sporting Organisations Award 2010 – Award no. MA000082) approved by Fairwork Australia, effective 1 January 2010 and based on a 38 hour week.

To view the award in full visit the website <http://www.fairwork.gov.au/Pages/default.aspx>

National Employment Standards - What are the 10 NES entitlements? Who is affected? How it works? etc. visit the website <http://www.fairwork.gov.au/Pay-leave-and-conditions/Conditions-of-employment/Pages/National-Employment-Standards.aspx?role=employees>

Award Modernisation requires legal compliance and after 1 July 2010 random audits will be conducted across all industries. Significant financial penalties may be imposed for employers who are not complying with their industry awards.

### Minimum award rates

Grade 1 - Junior Development - \$19.10 per hour

Grade 2 - Club Professional - \$21.60 per hour

Grade 3 – Club Professional/High Performance - \$26.27

Grade 4 – High Performance - \$29.91

Please note that qualified junior development coaches at 20 and under receive a percentage of the above hourly rate, 17 & under 70%; 18 & under 80%; 19 & under 90%.

Non-qualified coaches are **covered under the classification, 'sports officer'** by the Amusement, Events and Recreation Award 2010 – Award no. MA000080, effective 1 January 2010. Minimum hourly rate of pay is \$15.00, employees aged 20 years and under receive a percentage of the hourly rate; under 17 55% 17 and under 18 65%; 18 and under 19 75%; 19 and under 20 \$85%.

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Some employers hire staff on a salary basis which includes holiday pay, superannuation, etc. and some employers hire staff on a contract basis. It should be noted that this information is a guide only; coaches should seek further advice from appropriate sources to ensure their individual circumstances are correctly managed. It is also recommended that you visit the ATO website <http://www.ato.gov.au/businesses/content.asp?doc=/content/00095062.htm>

ALL figures quoted in this document are recommendations only; the open market is both above and below these rates.

#### Coaching rates for coaching lessons per term

Tennis Australia does not recommend a fixed coaching rate for coaching lessons per term. There are many variables to adequately reflect varying factors that influence the costs.

These variables to consider include:

- Length of term: coaching terms vary from eight weeks to 10 weeks, etc.
- Length of coaching lesson: coaching lessons vary from ½ hour group lessons, 45 minute or one hour
- Student/coach ratio: coaching lessons vary from one coach to four students per court, or one coach to 6 or 8 students per court or across several courts
- Wet weather policy: coaches wet weather policy varies from make-up classes, refunds, to indoor sessions etc
- Giveaways: many coaching programs also build in the cost of a free tennis racquet, water bottle, cap, shirt or video/DVD of their students into each term fee or some other benefit so the true cost of the tennis lesson is difficult to define.
- Discounts: some coaching businesses provide special discount pricing for early payments or for the entire year, or a certain % (eg. 50% off for their first term) off the coaching fee for new enrolments, discounts for siblings, while others allow per week or per month payment etc.
- Qualified coaches: some coaching businesses charge a higher fee or premium because they only employ Tennis Australia qualified coach or only employ coaches with Tennis Australia Club Professional qualifications, rather than trainee or Junior Development coaches.
- Level of coaching: the playing standard of pupils and the nature or type of coaching activities and variations (e.g. MLC Tennis Hot Shots, Vs Adults, Vs beginner Vs squad Vs matchplay Vs match charting Vs tactical analysis type coaching).

Apart from all the internal factors identified above, the cost of term coaching fees will also be impacted by other external market factors, such as:

- local supply and demand for tennis coaching,
- the number of local tennis clubs and centres competing for business, and
- the number of alternative sporting and recreational pursuits available in the area may also affect price.